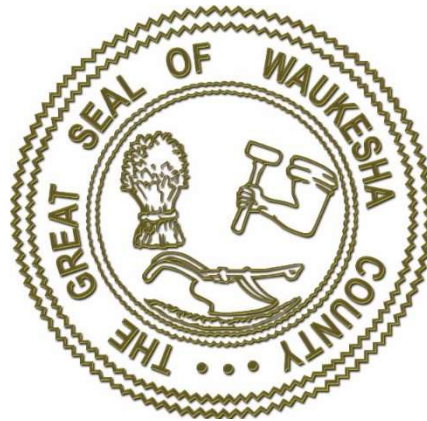




# Waukesha County Sheriff's Department **Strategic Plan** **2020 - 2022**

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Waukesha County's departmental strategic plans guide the work of the organization toward achievement of its overall goals.



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 *Tip: Click title to  
jump to **Chapter***

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# Reader's Guide: How to read the Strategic Plan

Thank you for reading Waukesha County **Sheriff's Department** Strategic Plan.

This document provides an overview of what Waukesha County leadership aims to achieve over the next three years and how this Department aims to meet those goals.

**Note:** Consider this strategic plan a high-level look at problem-solving initiatives. As such, a reader may not encounter data on all departmental activities (as found in an operational plan). [We welcome your questions and feedback](#) any time!

## What's an Objective?

In this strategic plan, an objective is a milestone to be reached. It must be **specific**, **measurable**, **attainable**, **realistic**, and **time-bound** (a.k.a. **SMART**).

Each objective appears in two places: In a list that shows all of our goals in one place, and on its own page (example below, right).

**Owner:** The team that is accountable for this objective.

Feel free to contact Waukesha County to discuss any objective – just ask for the team listed here. We do the very same!

**Strategy:** What must be accomplished in order to achieve our objective.

A company that sells fruit snacks may set an objective to “increase sales.” One of their strategies is to pioneer new points of sale beyond supermarkets and vending machines, like commercial air travel, pizza delivery, and pro sporting events.

Like each objective, a strategy has an **owner** who guides efforts for its completion and success. Find this in the center column.

In the right-hand column, please find the **timeframe** for each strategy. This represents each strategy's deadline.

## Performance measures:

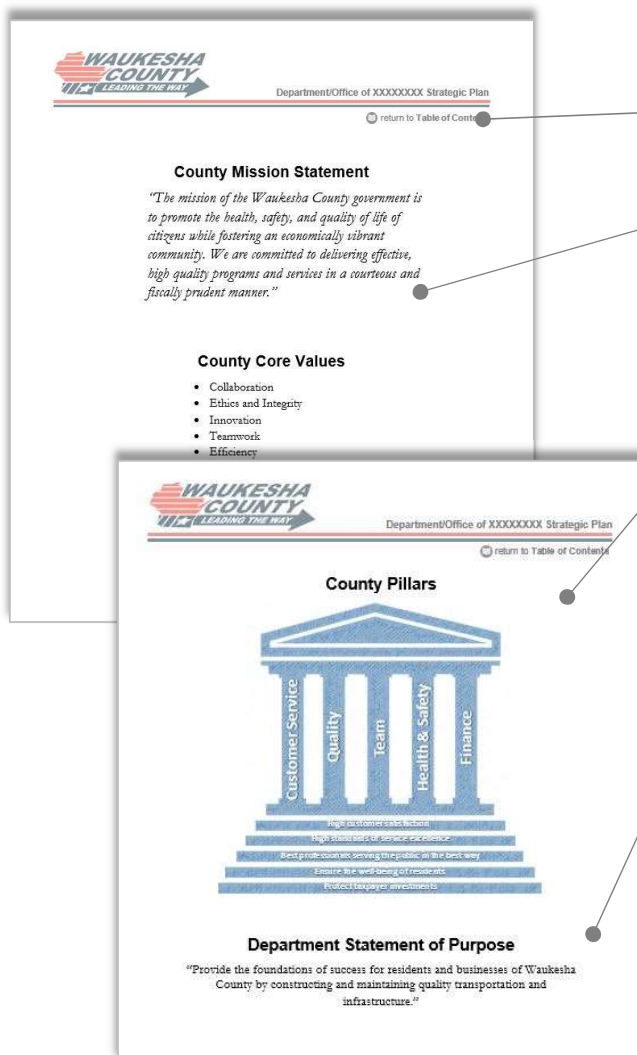
A graphic or image show the progress and status of each objective's success.

STRATEGY	STRATEGY OWNER	TIMEFRAME
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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## Learn More:

Jump to supporting resources found in this strategic plan's appendices, on [WaukeshaCounty.gov](#), or elsewhere!

# How to read the Strategic Plan continued



## The origin of each objective

In each of Waukesha County's Departmental Strategic Plans, a pair of pages bears the principles and promises that guide our Objectives:

- Waukesha County's **Mission Statement**. The big picture.
- Waukesha County **Standards of Excellence**, the principles we observe on our path to completing our mission.
- Waukesha County's **Five Pillars of Success**, our framework for identifying core priorities and establishing program goals.
- Department's **Statement of Purpose**. Each department completes a Strategic Plan. Each declares its own "mission" here.

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# County Mission Statement

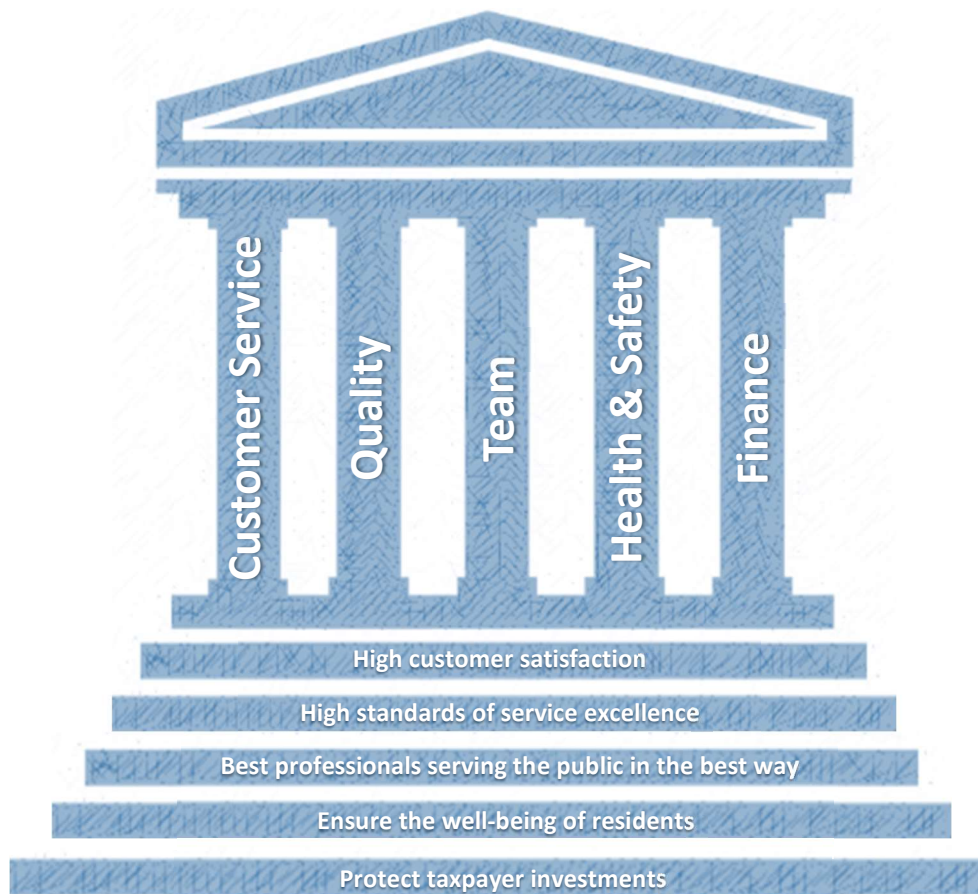
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*“The mission of the Waukesha County government is to promote the health, safety, and quality of life of citizens while fostering an economically vibrant community. We are committed to delivering effective, high quality programs and services in a courteous and fiscally prudent manner.”*

## Standards of Excellence

- Teamwork & Collaboration
- Communication
- Innovation
- Ethics & Diversity
- Efficiency & Cost Savings
- Well-being

## County Pillars



## Department Statement of Purpose

In partnership with the communities we serve, the men and women of the Waukesha County Sheriff's Department are committed to maintaining the integrity of our communities through the delivery of responsible, efficient, and innovative law enforcement service.

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## Strategic Objectives at a glance

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- 1) Improve and preserve the security, safety and integrity of Waukesha County communities through ongoing prevention of crime to reduce or hold down the number of violent crimes.
- 2) Improve and preserve the security, safety and integrity of Waukesha County communities at large by providing law enforcement activities at schools.
- 3) Promote the safety of children from on-line perpetrators through the enforcement of child pornography laws.
- 4) Work with federal, state and local law enforcement agencies to reduce illegal drug distribution and demand for illegal drugs.
- 5) Maintain a safe and secure facility for staff and inmates.
- 6) The Sheriff's Department, the Departments of Public Works and Parks and Land Use will expand the Huber Workforce Initiative to provide inmates a work alternative to daily incarceration.

 *Tip: Click title to jump to **objective detail***

# Strategic Objectives

## Pillar: Health & Safety

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Objective 1: Improve and preserve the security, safety and integrity of Waukesha County communities through ongoing prevention of crime to reduce or hold down the number of violent crimes.

Owner: Waukesha County Sheriff's Department

Performance Measure: Number of reported State Index I Crimes per 100,000 people

Learn More:

[Wisconsin Department of Justice UCR Offense Data](#)

STRATEGY	STRATEGY OWNER	TIMEFRAME
Provide primary police patrol services to unincorporated areas of the County as well as to part-time municipal police agencies.	General Patrol	2020-2022
Respond to calls for service within Waukesha County.	General Patrol	2020-2022
Provide primary patrol services to contract municipalities including: City of Pewaukee, Town of Delafield, Town of Merton, Town of Lisbon, Town of Waukesha, Village of Merton, and Village of Sussex.	General Patrol	2020-2022
Assist other County police agencies as required under mutual aid provisions.	General Patrol	2020-2022
Serve civil and criminal process.	Process/Warrant Service	2020-2022
Enter and cancel warrants on county and state warrant systems.	Process/Warrant Service	2020-2022
Provide bailiffs to court.	Court Security	2020-2022
Provide investigative follow-up to reported crime incidents and assist other departments as requested.	General Investigations	2020-2022
Provide specialized investigative services including, but not limited to, arson, accident reconstruction, computer crimes, polygraph and child abuse.	General Investigations	2020-2022



Provide specialized investigative services including narcotics, gambling, gaming and vice.	General Investigations (Metro Drug Enforcement Unit)	2020-2022
Participate in state-funded programs and grants to provide additional education and safety to citizens of Waukesha County.	Department	2020-2022
Participate in federal task forces: DEA, US Marshalls, FBI.	General Investigations	2020-2022

## Pillar: Health & Safety

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Objective 2: Improve and preserve the security safety, and integrity of Waukesha County communities at large by providing law enforcement activities at schools.

Owner: Waukesha County Sheriff's Department

Performance Measure: Number of law enforcement contracts by School Resource Officers with students.

Learn More:

National Association of School Resource Officers  
Drug Abuse Resistance Education (D.A.R.E.)

[illegible]

## Pillar: Health & Safety

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**Objective 3:** Promote the safety of children from on-line perpetrators through the enforcement of child pornography laws.

Owner: Waukesha County Sheriff's Department

Performance Measure: Amount of time dedicated to case development and number of people arrested from enforcement efforts.

Learn More:

U.S. Department of Justice National Internet  
Crimes Against Children (ICAC) Task Force

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## Pillar: Health & Safety



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**Objective 4:** Work with federal, state and local law enforcement agencies to reduce illegal drug distribution and demand for illegal drugs.

**Owner:** Waukesha County Sheriff's Department

**Performance Measure:** Amount of time dedicated to case development and number of people arrested from enforcement efforts.

Learn More:

[Waukesha County Metro Drug Enforcement Unit](#)

[High Intensity Drug Trafficking Areas \(HIDTA\) Program](#)

STRATEGY	STRATEGY OWNER	TIMEFRAME
Provide specialized investigative services including narcotics, gambling, gaming and vice as lead agency for the Metro Drug Enforcement Unit.	Special Investigations	2020-2022
Continue participation in Department of Drug Enforcement Administration High Intensity Trafficking Area Program.	Special Investigations	2020-2022
Provide training to ensure continuity.	Special Investigations	2020-2022
Provide education and enforcement activities related to the heroin initiative.	Special Investigations	2020-2022

## Pillar: Health & Safety



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Objective 5: Maintain a safe and secure facility for staff and inmates.	
Owner: Waukesha County Sheriff's Department	
Performance Measure: Assaults on inmates and corrections staff.	
	Learn More: <a href="#">Waukesha County Jail website</a>

STRATEGY	STRATEGY OWNER	TIMEFRAME
Maintain staffing level to ensure that security and order are maintained at all times.	Inmate Security/Services - Jail	2020-2022
Provide for humane treatment of inmates according to recognized national standards, including but not limited to nutrition, medical services, mental health services, clothing, and recreation programs.	Inmate Security/Services - Jail	2020-2022
Safeguarding inmate funds and property, provide canteen services, monitor inmate visitation and provide mail distribution.	Inmate Security/Services - Jail	2020-2022
Participate with other agencies in providing educational and counseling services for inmates.	Inmate Security/Services - Jail	2020-2022
Improve jail efficiencies and safety through review and implementation of the 2019 Jail Study recommendations focusing personnel recruitment/retention and technological enhancements.	Inmate Security/Services - Jail	2020-2022

## Pillar: Health & Safety



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Objective 6: The Sheriff's Department, the Departments of Public Works and Parks and Land Use will expand the Huber Workforce Initiative to provide inmates a work alternative to daily incarceration.

Owner: Waukesha County Sheriff's Department

Performance Measure: Number of jail days saved and financial value of service to the county.

Learn More:

STRATEGY	STRATEGY OWNER	TIMEFRAME
Allow non-violent inmates the privilege of work release while serving their sentence at the Huber Jail.	Inmate Security/Services - Huber	2020-2022
Ensure adherence to work release conditions by inmates.	Inmate Security/Services - Huber	2020-2022